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MONTANA DNRC Conversation

A Newsletter of the Department of Natural Resources and Conservation • Director Bud Clinch
Volume 2 • Number 4 • October 1996

MESSAGE FROM THE DIRECTOR

Director Bud Clinch

This month I would like to give special recognition to two groups that expended a tremendous amount of effort to help the department achieve its goals and make Montana a better place to live.

The first group received the 1996 Department of Natural Resources and Conservation Director's Award. This award was presented to the Tongue River Dam Rehabilitation Project Team. Team members included **Ned Pettit, John Sanders, Larry Dolan,** and **Joni Kittleson** of the Water Resources Division and **Ross Campbell** of the Centralized Services Division. The rehabilitation of the Tongue River Dam has been a high priority water development project for many years. Construction could not begin, however, until the final Tongue River environmental impact statement (EIS) was successfully completed. Working under an extremely expedited schedule, the EIS team members developed some innovative and immediate solutions to pressing problems that threatened to veer the project off schedule. The final EIS was prepared in record time, however, and affirms the dedication, professionalism, and high quality work of DNRC staff.

The second group was the department recipient of this year's Governor's Appreciation Award for Excellence in Performance. This award is presented annually to a department individual or team demonstrating exemplary achievements. In a ceremony on September 26, Governor Racicot formally presented this award to the department's Coal Tax Bond Refinancing Team. Team members include **Anna Miller, John Tubbs, Marilyn Richardson,** and **Nancee Schwarzbauer** of the Conservation and Resource Development Division, and **Ann Bauchman, Carol Skufca,** and **Lori Gustin** of the Centralized Services Division. This team worked with 36 communities to refinance the coal severance tax bonds that had funded the communities' infrastructure loans. The refinancing took a tremendous amount of work by the team, but is projected to save the state and those communities over $1 million over the next 14 years.

Photo by Jim Bond

Director Bud Clinch

"Efforts such as these are indicative of the immense talent of DNRC employees."

Efforts such as these are indicative of the immense talent of DNRC employees. Over the past year I have heard many favorable comments about the work of DNRC employees. Thank you for your efforts!

A NAME CHANGE

Ann Bauchman, who has been selected to replace Division Administrator **Bob Kuchenbrod** upon his retirement, has announced a name change: what has been known as *Central Management Division* will now be called *Centralized Services Division*.

"To help ensure Montana's land and water resources provide benefits for present and future generations."

PROGRAM FOCUS

FIRE

Did you know that DNRC is a major fire department? Of Forestry Division's 170 FTEs, 123 are part of the fire program.

DNRC is directly responsible for protecting 5 million acres, primarily in central and western Montana. During the fire season, we staff 66 fire engines, 3 helicopters, 10 lookouts, and 16 initial attack stations. The department also contracts with 53 counties that are protecting another 45 million acres, most of which is in the eastern part of the state. These counties get fire planning, fire equipment, training, and organizational assistance from us, along with help in suppressing wildfires that are beyond their capabilities. Within the 53 counties, DNRC has stationed just under 400 fire apparatuses on ranches and in fire stations.

So far this year, DNRC has responded to 415 fires, which is close to the average number (412 fires per year) over the last five years. The number of acres burned (118,147), between DNRC's directly protected lands and county agreements, is more than double the five-year annual average of 55,870 acres. Most of the 1996 acreage, however, is attributable to just two huge conflagrations. The Powderville Complex (in Custer and Rosebud Counties) alone involved 66,000 acres—or 10,000 acres more than the average for the entire year in recent years. The other exceptional blaze, the Colstrip fire in Rosebud County, claimed the lives of two ranchers; a third was seriously injured. Such casualties are highly unusual, and it should be noted that no fire service personnel were hurt during the Colstrip incident.

Several DNRC employees have achieved such high levels of training that they are qualified for National Type I Teams (those that deal with the most complex fires nationally). For instance, **Jeff Jahnke**, area manager of the Southwestern Land Office, serves as deputy incident commander and was on the Coyote fire near Neihart this summer. **Ed Mathews**, the bureau's fire prevention supervisor, is the fire behavior analyst on a different National Type I Team, the team that was on the Shepard Mountain fire at East Rosebud Lake near Red Lodge. A number of other employees have been assigned to Type II and Type III Teams this year.

Some of the department's key fire personnel include fire program managers in the area offices and section supervisors in the Fire and Aviation Management Bureau, according to Bureau Chief **Tim Murphy**.

Fire Program Managers	Area Land Office
Jerry Buhre	Northeastern
Darrell Kurk	Southern
Ray Lundby	Eastern
Paul May	Southwestern
Ted Mead	Northwestern
Greg Morris	Central

Supervisors	Fire Section/Position
Rick Burger	Aviation - Chief Pilot
Steve Holden	Training Section
Ed Mathews	Prevention Section
John Monzie	Equipment Development and Support
Sandi O'Bryant	Administrative Assistant
Jack Peters	Suppression Section

The official fire season runs from May 1 to September 30, and cooler weather and rain are bringing the 1996 season to a close. Typically, half of the fires are caused by lightning; the other half, by people.

Photo from DNRC's State of Montana Fire and Aviation Strategic Plan, September 1996.

PROGRAM FOCUS

AND WATER

It started on June 29, when muddy water was noticed in a beaver pond below East Fork Rock Creek Dam.

The dam, an 87-foot-high earthen structure southwest of Philipsburg, was built in 1938. Located on U.S. Forest Service (USFS) land, it is owned by the State of Montana, managed by the Water Resources Division (WRD) of DNRC, and operated by Flint Creek Water Users Association. The project, which stores over 16,000 acre-feet, is used primarily for irrigation; considerable recreation also takes place on and around the scenic, 420-acre reservoir.

Photo by Jim Bond

Mud flats that used to be the bottom of East Fork Rock Creek Reservoir

By July 1, the source of the cloudy water was determined to be silt coming from the dam. DNRC staff—Dam Rehabilitation Specialist **Bob Clark** and Hydrologist **Chuck Dalby**—conducted preliminary investigations. **Glen McDonald**, who is chief of the State Water Projects Bureau, and Water Resources Division Engineer **Rick Bondy** then met at the dam with the Granite County sheriff, Disaster and Emergency Services (DES) personnel, and the water users board of directors. The resulting decisions included (1) evacuating the campground located immediately downstream, and (2) drawing down the reservoir to take pressure off the dam. DNRC engineers began visiting the dam daily. Hydrologist **Terry Voeller** added a staff gauge to track flows coming from the dam.

An even more alarming development came on July 4, when a large sinkhole was discovered on the dam's downstream face. Sinkholes result from earth material being removed slowly over time, leaving voids that eventually collapse. This sinkhole was located directly above the main drain transversing the dam. Further investigation of the drain revealed that it was obstructed 38 feet back into the embankment. A clogged drain could cause the embankment to drain improperly and possibly threaten dam failure.

At that time, the sheriff ordered evacuation of the stream area reaching 20 miles below the dam; he also asked for voluntary evacuation along the rest of Rock Creek (to its confluence with the Clark Fork River). Roads were closed; roadblocks were manned. **Glen, Rick,** other WRD engineers including **Art Taylor** and **Rob Kingery** of Helena and **Larry Shock** of the Missoula Regional Office, and WRD Assistant Administrator **Robin Harper** took turns keeping 24-hour watches and taking readings and measurements hourly. Ten monitoring wells were installed downstream, along with two measuring weirs.

By July 18, the reservoir had been lowered to 10,000 acre-feet, a level considered safe. The evacuation order was lifted, as was a USFS closure order. The campground below the dam remains closed, but otherwise the area is open for all forms of recreation.

Only 192 acre-feet remain in the reservoir now, and its surface level has dropped 62.7 feet. Dam failure is no longer a threat. Exploration holes have been drilled in the dam embankment and foundation, the drains have been inspected using video cameras, and the main drain has been excavated. Additional problems identified, besides the sinkhole, include corrosion and siltation of corrugated pipe foundation drains, high water pressure in the bedrock, and degradation of the clay blanket on the east abutment upstream from the dam.

Rehabilitation of the structure will include repairing the clay blanket, lining one of the drains, replacing one of the drains, installing additional drains, adding a toe berm, and installing relief wells. All needed permits have been obtained. Construction is in progress

And Water. . . *continued on page 4*

And Water. . . *continued from page 3*

and should be completed in November. The total cost is estimated at $1.4 million.

Providing information to the public has been emphasized throughout the crisis. A situation report is prepared weekly and faxed to government officials, concerned citizens, and area media (radio and television stations, newspapers). A portion of the weekly Granite County Commissioners' meeting, with DNRC staff present, is used as an open forum regarding this project. Two public information meetings have been held at Philipsburg and others in Clinton, at a lodge in the lower Rock Creek drainage, and at the dam.

Questions about the East Fork Dam situation should be directed to Incident Commander **Rick Bondy** at 406 444-6656.

Photo by Jim Bond

Water Resources Division Engineer Rick Bondy, by equipment excavating the downstream dam face

TONGUE PROJECT GROUND BREAKING

A ground-breaking ceremony on August 1, 1996, kicked off the first phase of the Tongue River Basin Project, which is the single largest water project ever undertaken by the State of Montana. This $63.4 million dollar project is a partnership among three entities: the State of Montana, the Northern Cheyenne Tribe (Tribe), and the U.S. Bureau of Reclamation (USBR).

Phase One of the project includes road work, aggregate mining, and site preparation. Empire Sand and Gravel Co., Inc., of Billings was awarded the $6.3 million contract for this portion of the project. Engineering design and construction management for the entire project is being handled by ESA Consultants, Inc., headquartered in Bozeman.

DNRC Director Bud Clinch, USBR Regional Director Neil Stessman, and Llevando Fisher, president of the Tribe, spoke at the ceremony, which was held at Tongue River State Park. Others in attendance included individuals from the three participating agencies and the Department of Fish, Wildlife and Parks; Empire Sand and Gravel; ESA Consultants; the Bureau of Indian Affairs; Big Horn County; and the Tongue River Water Users Association. Montana legislators Lila Taylor and Reiny Jabs also were present.

Breaking the ground with golden shovels are (left to right): William Walksalong (Northern Cheyenne vice-president), Llevando Fisher (Northern Cheyenne president), Bud Clinch (DNRC director), and Neil Stessman (USBR regional director)

Photo by Cindy Forgey

RESULTS OF 1996 READERSHIP SURVEY

A total of 55 persons completed and returned the survey form distributed with the last *DNRConversation*. A large majority of the respondents (46) are "long-time" employees who have worked for DNRC more than five years. Over half of the respondents (32) work in Helena; however, persons stationed elsewhere (23) gave slightly more favorable answers. Respondents were evenly divided between supervisors (27) and non-supervisors (28).

No reliable conclusions can be drawn from this survey, because the response rate was too low. The tabulated results are presented simply as a matter of general interest.

1. How often do you read *DNRConversation*?

A.	Every issue	40
B.	Most issues	12
C.	Some issues	3
D.	Never	0

2. How much of an issue of *DNRConversation* do you usually read?

A.	All of it	24
B.	Most of it	25
C.	Some of it	5
D.	Little of it	1
E.	None of it	0

3. How much of what you read in *DNRConversation* do you believe?

A.	All of it	14
B.	Most of it	36
C.	Some of it	2
D.	Little of it	0
E.	None of it	1

4. Please rank the following as sources of information about DNRC reorganization, with "1" being the most useful and "7" being the least useful. (NOTE: The first number is the ranking; the second number is the average of all responses to this question.)

1	(2.8)	Your supervisor or chain of command
2	(3.0)	*DNRConversation*
3	(3.2)	Co-workers
4	(4.1)	*Reorganization Update, a Bulletin for State Employees* (the state government newsletter)
5	(4.4)	Newspapers
6	(5.4)	Other publications

Other: *Legislation. Radio/TV (two responses). Employees in other agencies (two responses). Finding out as changes happen (two responses). Helena Central. Rumor.*

5. How useful is *DNRConversation* in providing information about the following topics? (Check one response for each topic)

Topic	Very Useful	Useful	Slightly Useful	Not Useful
Director's vision for DNRC	16	27	10	2
Reorganization of DNRC	5	37	10	3
DNRC organizational units	8	35	9	2
Key DNRC administrators	4	31	17	2
DNRC programs	9	37	5	3
DNRC policies	12	23	17	2
DNRC staff changes	17	31	6	1
News about current events relating to DNRC	19	24	9	3

6. What is your opinion of the length of *DNRConversation*?

A.	Too long	4
B.	About right	50
C.	Too short	0

7. How often should an agency newsletter like *DNRConversation* be issued?

A.	Semiannually	0
B.	Quarterly	19
C.	Bimonthly	7
D.	Monthly	25
E.	Other: *Bimonthly unless special edition needed. Every other month. Never.*	

8. Please rank the following kinds of articles, with "1" being your favorite and "8" being your least favorite. (NOTE: The first number is the ranking; the second number is the average of all responses to this question.)

1	(3.5)	Articles about personnel changes
2	(3.6)	Articles about programs ("Program Focus")
3- tie	(3.7)	Director's column
3- tie	(3.7)	News articles about events affecting DNRC
4	(4.4)	Articles about policies
5	(4.6)	Articles about key administrators ("Personnel Profiles")
6	(4.7)	Articles about reorganization

Other: *New faces; retirees. Information about the people we work with. Information about technical achievements or information on projects.*

9. Please put a check mark in front of only the kinds of articles (listed below) that you think should be added to *DNRConversation*. (NOTE: The first number is the ranking; in parentheses is the total number of persons who checked that item.)

1	(45)	New developments in the agency
2	(44)	Legislation and regulations affecting the agency
3	(42)	Agency plans for the future
4	(40)	Schedules of upcoming events
5	(33)	Employee promotions, retirements, awards
6	(32)	Problems, obstacles, costs facing the agency
7	(25)	Stories about how employees do their jobs
8	(22)	Letters to the editor
9	(15)	Articles about safety and health
10	(14)	Articles on personal improvement, career planning
11	(10)	Cartoons, humorous columns
12	(8)	Employee sports and other recreational activities
13	(7)	Stories about employees off the job
14	(6)	News about other state or federal agencies
15	(1)	Classified ads, personals

10. What is your opinion of the content of *DNRConversation*?

A.	Excellent	8
B.	Good	35
C.	Fair	9
D.	Poor	1
E.	Bad	1

11. What is your opinion of the writing in *DNRConversation*?

A.	Excellent	18
B.	Good	30
C.	Fair	6
D.	Poor	0
E.	Bad	1

12. What is your opinion of the layout and graphics of *DNRConversation*?

A.	Excellent	16
B.	Good	31
C.	Fair	6
D.	Poor	1
E.	Bad	1

13. What is your overall evaluation of *DNRConversation*?

A.	Excellent	9
B.	Good	37
C.	Fair	6
D.	Poor	0
E.	Bad	1

14. Please give us your suggestions regarding how we can improve *DNRConversation*.

Twenty-two persons submitted comments in response to this question. Here is a summary of some of the opinions expressed by more than one person. Four persons asked for more about field offices. Several persons complimented the division-by-division series; several others felt the series focuses too much on managers. Broader employee input, most likely through a letters to the editor column, was mentioned more than once. A couple of employees asked for more personnel issues; two stressed the importance of the director's column; two suggested that the guiding principles be dropped. Suggestions for future articles included MCA codes; legislative actions; problems, obstacles, and court cases; and future DNRC plans and policies.

If you would like a complete copy of the survey results (including the full text of all comments received), please contact Kris Hardman of the Information Technology Bureau, USF&G Building, Helena, phone 406 444-2677. Thanks to all of you who responded; you gave us lots of food for thought.

DNRConversation is an employee newsletter published by the Montana Department of Natural Resources and Conservation.

Editor ..... Carole Massman
Design and Layout ..... Ross Campbell
Photographer ..... Jim Bond

Please send news articles or ideas for articles to Carole Massman, 1625 Eleventh Avenue, Helena, MT 59620-1601; call her at 406 444-6737; or use Zip!Mail.

GOVERNOR'S 1996 AWARD OF EXCELLENCE

Photo by Travis Smith, Montana Department of Transportation

Governor Marc Racicot presented plaques to the DNRC Coal Tax Bond Refinancing Team (left to right): Ann Bauchman, Lori Gustin, Anna Miller, Marilyn Richardson, Nancee Schwarzbauer, Carol Skufca, and John Tubbs.

STRATEGIC PLAN COMPLETED

The strategic direction, mission, guiding principles, and goals of the Forestry Division's Fire and Aviation Program have been articulated in the recently completed *State of Montana Fire and Aviation Strategic Plan*. The document also sets forth 37 specific objectives that will be achieved between now and the end of the year 2000. The purpose of the plan is to identify and communicate the fire program's long-term focus.

The strategic plan builds on an earlier study of the fire program. According to the plan, "The 1992 Fire Program Review commissioned the Fire Mission '2000' Task Force in 1995 to finalize this Strategic Plan." The committee working on the plan was appointed by **Tim Murphy**, chief of the Fire and Aviation Management Bureau, and consists of **Dwayne Andrews, Steve Holden, Diana Martin, Bill O'Brien, Sandi O'Bryant, Terry Vaughn, Steve Wallace, Doug Williams** (Montana Firewardens' Association), and **Michael DeGrosky** (facilitator). In achieving its charge to better position Montana's fire programs for the future, the group also assessed the views of employees and others interested in or affected by the outcome of decisions regarding the protection of natural resources from fire.

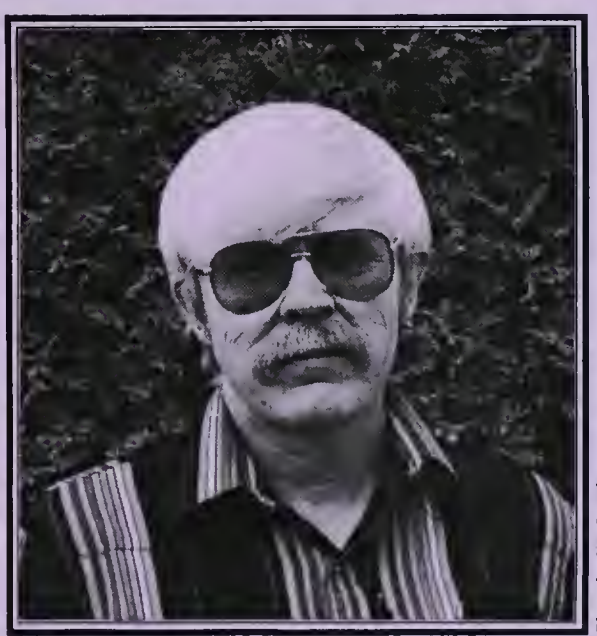

Photo by Jim Bond

Tim Murphy, Chief
Fire and Aviation Management Bureau

DEPARTMENT NEWS

REORG CONTINUES

Erik Eneboe of the Havre Unit Office has moved from the old post office and co-located with the Havre Water Resources Regional Office. According to **Bob Larson**, water regional manager, "The co-location is working out real well. Erik has excellent rapport with the water resources staff, and this will make it easier for the public to find DNRC offices."

Erik's new address is 1708 West Second Street, P.O. Box 1828, Havre, MT 59501. His phone number, 406 265-5236, has not changed.

ICCW

Director Bud Clinch has appointed **Julie David** as DNRC's representative on the Interdepartmental Coordinating Committee for Women (ICCW). Julie is a mineral lease accountant in the Minerals Management Bureau, Trust Land Management Division.

ICCW was established in 1976 by Executive Order of Governor Tom Judge. Its purpose is to create positive change for all state employees by promoting the full participation of women in state government. Recent ICCW activities include:

- Produced a brochure on sexual harassment
- Surveyed day care needs of Helena-based employees
- Provided training on several subjects, including violence in the workplace, SBAS, writing skills, and administrative support
- Provided an opportunity for young women to interact with female state employees through "Take Our Daughters to Work"
- Participated on task forces shaping policies in new agencies

If you have any questions or concerns regarding ICCW, please contact Julie at 406 444-4576. Also, let her know if you would like to serve as the alternate DNRC representative.

PICNIC

The weather was ideal for the annual DNRC picnic, which was held on August 8 in East Helena's Kennedy Park. About 75 people participated.

Fun, food, and games were the trademarks. The children enjoyed the three-legged and gunny sack races and, especially, the raw egg toss, while adolescents liked the fire hose coupling relays. Volleyball was a favorite activity for both youth and adults; water volleyball, a new addition, proved to be great fun.

Employees serving on the picnic committee included **Craig Bacino, Ross Campbell, Brenda Elwell, Dolores Eustice, Mike McLane, Milt Popovich,** and **Marilyn Richardson.** Thanks for a job well done!

IT'S YOUR TURN

Several persons have suggested that we include employee letters, questions, and comments in *DNRConversation.*

We think it's a good idea, but it will work only if you contribute. Please send letters, questions, and editorials to Carole Massman, 1625 Eleventh Avenue, Helena, MT 59620-1601. Then we can start including an "It's Your Turn" column, beginning with the next issue.

Remember, too, that you're always invited to submit news articles.

NEW FACES, NEW JOBS

These persons either started employment with DNRC or changed positions within the agency from June through September, 1996. We wish you success in your new job!

Jon Dahlberg was hired July 15 as the NWLO area manager in Kalispell. Jon graduated from the University of Montana in Forest Management and began his career with the Forestry Division in 1972. He left state government to work in the private logging and timber industries. Jon returns to DNRC with valuable experience in management and forestry.

DEPARTMENT NEWS

John Justin accepted the job of nursery manager in the Forestry Division in Missoula. He was formerly employed by the Utah Department of Natural Resources. John received his B.S. in Forestry from Colorado State University.

Beverly Ragsdale Aquirre was hired as administrative support in the Missoula Water Resources Regional Office on July 29, 1996. Beverly brings a wide variety of administrative support experience with her to the department.

Debi Pierce was hired as administrative support at the Bozeman Water Resources Regional Office. She started her state government career at the Secretary of State's office and later transferred to the Department of Health and Environmental Sciences, where she worked in the Vital Records and Statistics Bureau. Before coming to DNRC on August 19, 1996, Debi worked in DEQ's Petroleum Tank Release Compensation Board.

Jeffrey Williams was hired June 19, 1996, in the Centralized Services Division as purchasing and supply specialist. He most recently worked for the Department of Revenue as a district supervisor for the Liquor Division. Jeff has also worked in the private sector and has had experience managing his own retail paint store.

Bob Auer was promoted to chief of the Information Technology Bureau effective June 24, 1996. Bob was formerly an information system specialist for DSL/DNRC. He replaces George Cawlfield, who retired in June.

Ann Bauchman has been selected to replace Bob Kuchenbrod as administrator of the Centralized Services Division (CSD) when Bob retires next spring. Ann started her state government career at the Department of Fish, Wildlife and Parks. She has also worked at the Department of Family Services and came to DNRC in 1989. Ann is currently supervisor of CSD's Fiscal Section.

Patty Greene has been selected to replace Janet Cawlfield when Janet retires next spring. Patty has been serving as administrative assistant for the legal staff since 1990. Prior to that, she worked in the Water Resources Division of DNRC.

Seth Brandenberger has been appointed Tongue River environmental specialist in the Water Resources Division effective July 22, 1996. Seth was formerly program manager for the Water Measurement Program at DNRC.

Bob Sandman was hired into the position of Stillwater Unit manager on August 5, 1996. Bob started his career with DNRC as a seasonal employee in Missoula in 1976. He has also worked in the Libby Unit office. He has been at the Stillwater office since December 1985.

Debbie Walter was promoted to the new bond accountant position in the Fiscal Bureau of Centralized Services Division. Debbie, who has been with DNRC since May 1985, has worked as an accountant in the Purchasing Section for the last four years.

DISABILITY AWARENESS MONTH

October is Disability Employment Awareness Month.

The Americans with Disabilities Act (ADA) protects millions of Americans with disabilities against discrimination in employment, public accommodations, transportation, and telecommunications. The act also requires reasonable accommodations to enable participation in state government services, programs, and activities. That means scheduling meetings and hearings at accessible locations, and asking whether special arrangements will be needed when those gatherings are announced. State government publications are also covered; each must include a statement offering to provide the material in an alternative, accessible format.

When you are with persons who are disabled, relax, treat them as adults, be polite, and don't be patronizing. Offering assistance is fine; so is offering to shake hands. These and other tips on personal interactions are found in the "Ten Commandments of Etiquette for Communicating with People with Disabilities." Contact your division administrator or area/regional manager for a copy, or, if you have questions, call Gary Willis, the department's EEO/ADA officer, at 406 444-2074.

DEPARTMENT NEWS

PAY INCREASE$

A new pay matrix went into effect on September 28, 1996, bringing employees a 2.5 percent increase in base pay. (Base pay is your pay before longevity is computed.) Some employees will also receive a progression raise along with the 2.5 percent increase. For those employees, the raise is based on their target market ratio and number of years of state service. If you have questions, please refer to the pay plan rules (policy 3-0505) in the *Montana Operations Manual*, Volume III, or contact your payroll clerk.

TRAVEL POLICY

A draft travel policy has been circulated for comment. Comments were to be submitted to the payroll office by October 15. If you would like a copy of the draft policy, or have questions, contact Glenna McClure, payroll supervisor/personnel officer, at 406 444-4942.

Photo by Jim Bond

On October 4, DNRC Director Bud Clinch accepted an award from Tom Clifford, Helena National Forest supervisor, in appreciation of funding assistance for the rehabilitation of White's Gulch near Canyon Ferry Lake. The assistance was in the form of a reclamation and development grant administered by DNRC's Conservation and Resource Development Division.

Persons with disabilities who need an alternative, accessible format of this document should contact DNRC at the address below. Phone 406 444-2074 / fax 406 444-2684.

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